Careers

At Suomi Koti, we are proud to be a designated cultural home serving Finnish Canadian seniors, where Finnish language, culture, traditions, and the spirit of *sisu*, meaning resilience, determination, and strength, are woven into everyday life.
We're looking for people who lead with kindness, dignity, and respect and who believe exceptional care begins with meaningful relationships. If you are compassionate, accountable, and committed to helping older adults live with purpose, independence, and joy, we'd love to welcome you to the Suomi Koti team.

EXTERNAL EMPLOYMENT OPPORTUNITY
REGISTERED NURSE
Permanent Part-Time Night Position

Posting Date: November 13, 2026
Posting Closes: Open Until Filled
Wage Rate: $37.26 to $49.69 per hour

Suomi Koti is seeking a compassionate and dedicated Registered Nurse to join our Long-Term Care team in a Permanent Part-Time Night Shift position.

The Registered Nurse reports to the Director of Care and/or Associate Director of Care and provides clinical leadership to support safe, high-quality, person-centred care. The RN coordinates and oversees the delivery of nursing care, completes assessments, contributes to care planning and evaluation, and collaborates with the interdisciplinary team to meet resident goals while preserving dignity, choice, and quality of life.

The RN practices in accordance with the Fixing Long-Term Care Act, 2021 and Ontario Regulation 246/22, the Home's required programs and policies, and applicable College of Nurses of Ontario standards. The RN provides clinical leadership, direction, and support to other care team members, promotes documentation excellence, medication safety, and infection prevention practices, and serves as a clinical resource and advocate for residents, families, substitute decision makers, and staff.

Responsibilities

- Provide safe, compassionate, person-centred nursing care, supporting resident dignity, choice, and quality of life in alignment with the Residents' Bill of Rights.
- Complete comprehensive nursing assessments, recognize changes in condition, and implement or adjust care plan interventions in collaboration with physicians, Nurse Practitioners, and the interdisciplinary team.
- Provide clinical leadership and direction to Registered Practical Nurses, Personal Support Workers, and other members of the care team within their respective scopes of practice.

- Communicate changes in resident status and care updates to the resident and/or substitute decision maker and ensure timely follow-up.
- Contribute to care planning and documentation processes, including interRAI, and support care conferences, admissions, returns from hospital, and significant change documentation.
- Maintain accurate, timely, and complete documentation consistent with College of Nurses of Ontario standards and Home policy.
- Implement orders and provide medications and treatments safely, following Home policy, pharmacy procedures, and College of Nurses of Ontario medication accountabilities, including safe administration, storage, inventory controls, and documentation.
- Identify, document, and report medication errors and near misses and participate in learning and prevention strategies.
- Deliver day-to-day nursing care that supports required clinical programs under the Fixing Long-Term Care Act, 2021 and Ontario Regulation 246/22.
- Apply and model infection prevention and control practices, including hand hygiene, personal protective equipment, point-of-care risk assessment, and additional precautions, escalating concerns promptly.
- Provide care using culturally safe and appropriate communication and approaches, respecting resident identity and preferences.
- Work in accordance with Occupational Health and Safety requirements, including reporting hazards and participating in prevention strategies related to workplace violence.
- Participate in the Home's fire safety and emergency preparedness program, including required training, drills, and response to emergency codes in accordance with Home policy.
- Collaborate respectfully with the interdisciplinary team and provide day-to-day clinical guidance and support consistent with role expectations and competency.
- Support a positive resident and family experience through active listening, prompt follow-up, and service recovery actions consistent with Home policy.
- Contribute to conflict prevention and resolution through respectful communication and appropriate escalation of concerns.
- Participate in audits, quality initiatives, and improvement activities and contribute to achieving and sustaining the Home's quality improvement goals.
- Support inspection readiness through accurate documentation, timely follow-up, and adherence to Home policies and procedures.
- Protect personal health information and maintain confidentiality in accordance with applicable privacy legislation and Home policy.
- Follow Home policies and legislative requirements for mandatory reporting, including promptly escalating concerns of suspected abuse, neglect, and other reportable events and supporting required documentation.
- Use approved digital tools, including AI-enabled features where available, to support documentation quality, communication, and trend awareness while ensuring clinical judgment remains primary.
- Support accreditation readiness by following standardized practices, maintaining documentation quality, and participating in quality improvement activities.
- Order and monitor nursing supplies and equipment as assigned, ensure supplies are used appropriately and efficiently, and escalate shortages or concerns that may affect resident care.
- Perform other duties as assigned or identified in the Job Task Inventory.

Qualifications

- Current General Class registration in good standing with the College of Nurses of Ontario as a Registered Nurse, or eligibility to practice in Ontario as an out-of-province Registered Nurse under the applicable As of Right exemption.
- Demonstrated ability to practice in alignment with College of Nurses of Ontario practice standards and guidelines.
- Strong clinical assessment, critical thinking, leadership, and decision-making skills.
- Strong documentation practices and commitment to meeting College of Nurses of Ontario documentation expectations.
- Current CPR and BLS certification.
- Well-developed written and verbal communication skills with the ability to collaborate effectively with interdisciplinary team members, residents, and families.
- Working knowledge of interRAI assessment processes, care planning, and documentation. Certification is an asset, or willingness to complete within one year of hire, as applicable.
- Demonstrated commitment to person-centred care, including respectful communication, preserving dignity and choice, and building meaningful relationships with residents, families, and substitute decision makers.
- Demonstrated ability to practice in alignment with the Fixing Long-Term Care Act, 2021 and Ontario Regulation 246/22 and to follow the Home's policies and required programs.
- Ability to demonstrate sensitivity to the feelings and needs of others and to turn everyday care interactions into positive social interactions.
- Ability to meet legal and professional requirements while promoting individual rights and appropriately identifying and reducing risk.
- Current Vulnerable Sector Check, including a Criminal Background Check, completed within the required timeframe, or willingness to obtain one.
- Ability to meet applicable tuberculosis screening and immunization requirements.
- Two supervisory references.
- **Ability to speak Finnish is considered an asset.**

What Do We Offer You?

- Competitive wages.
- Employee benefits for eligible positions in accordance with the applicable collective agreement.
- Support for personal and professional growth.

Application Process

Qualified external candidates are invited to submit their resume and cover letter to **Human Resources by email at HR@suomikoti.ca**.

Applications will be accepted until the position is filled.

We thank all applicants for their interest in joining Suomi Koti. Only candidates selected for an interview will be contacted.

Suomi Koti is committed to providing an equitable, inclusive, and accessible employment process. If you require accommodation at any stage of the recruitment and selection process, please advise Human Resources. We will work with you to meet your accommodation needs.